



THE DESERT STAR



EMPLOYEE APPRECIATION DAY

page 4 ➤➤

ALWAYS AT THE READY

ALSO IN THIS ISSUE:

Commander's Corner.....	2	AEMD Test Burn	6
Employee Profile	3	Ammo Operations supports the Navy.....	7



Commander's Corner

Looking to the future...

By Col. Chris Mohan

Tooele Army Depot commander

Looking back on my first 90 days as commander of Tooele Army Depot, several thoughts immediately come to mind.

Members of the workforce at TEAD are truly professionals who on a daily basis perform ammunition readiness operations in support of the Warfighter. It was very clear to me that everyone is aware of the important role they play and the impact their contributions make in the overall mission.

Tooele's key role as a Power Projection Platform for the United States' Joint Services, is known around the world. And it amazes me that the talented staff of the Ammunition Equipment and Manufacturing Directorate, provides all needed support to maintain the inventory of over 828 pieces of Ammunition Peculiar Equipment (APE).

As we plan for the next three years, our strategic plan becomes critical. We need everyone to support and contribute to our goals and objectives listed below:

1) Establish Public/Private Partnerships that provide a continual source of production workload which allows us to protect our core mission. Our target is to reduce our fully-burdened rates by five percent.

2) Enhance Demil capability. Accomplish 15 percent more demil tonnage than we planned. We will

continue to participate in the development and testing of cutting edge demil technology.

3) Set conditions for the consolidation of the entire Ammunition Peculiar Equipment (APE) mission Through Lean Six Sigma projects, we will streamline our bid process and shop floor flow. I believe that TEAD is fully capable of obtaining the entire APE mission, both from a facilities and technical expertise standpoint.

4) Become Joint Munitions Command (JMC) leader in renewable energy. Reduce the depot's energy consumption by 10 percent, per capita. The Secretary of the Army's Energy Initiatives Task Force team is visiting TEAD this month.

5) Culture of safety. Reduce vehicle accidents and workers compensation by 25 percent.

6) Obtain Deseret Chemical Depot. TEAD installation will include both North and South areas with tenants and third party workload to cover operations costs.

These are challenging goals but with your help, I'm confident that we can accomplish these and much more.

Thanks for all that you do for your Country!



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STAFF

TEAD Commander Col. Chris Mohan

Public Affairs Officer/Editor Kathy Anderson

Contributor Ron Snyder

Web site www.tooele.army.mil



Employee Profile....

By Kathy Anderson

Tooele Army Depot Public Affairs Officer

Mara Pergola was born in Moline, Illinois, in 1956. Her family moved to Rochester, Minnesota, which she calls her hometown. She began her federal career by signing up for The Women Army Corps (WAC) in 1975, right after her high school graduation.

She transferred from Wiesbaden, Germany, to Tooele Army Depot in 2004. In February 2007, Mara was selected as the new Tooele Army Depot, Equal Employment Officer (EEO), where she is currently.

Her calling to become an EEO Officer came to her when she was only five years old. "My family was at a restaurant and we were not getting served. I stood on my chair and demanded my civil rights – just like I'd seen on TV," Pergola said. In 1975, she volunteered to work in "Race Relations" and has continued ever since.

"A few EEO Offices took a special interest in me and made sure I received the training and information I would need for future assignments, they were my mentors," Pergola said. Mara agrees that she has been lucky to have supervisors that have allowed her to learn and grow, to volunteer for extra duties until she gained the skill set that was needed.

Not only is Mara the depot's EEO Officer, but she wears the hat of Training Officer as well. She manages and maintains the Total Employee Development (TED) system, arranging for classes and instructors. The EEO side entails her listening to employee prob-

lems, giving mandatory EEO training, making sure employees receive the information needed, and providing them information regarding their rights in the EEO complaint process.

"I provide a service to those who feel their rights have been violated," Pergola said. She believes that her job is exactly what America is about; "We hold these truths to be self-evident, that all men are created equal...."

Mara spends a lot of time looking at statistics. For example, over the last four years the percentage of women employed at the depot has decreased. She took it upon herself to research why this is. "Why aren't women in the highest grades on the depot, why aren't there more women in certain jobs, why are more women leaving than men," Pergola asks. "I keep asking why, and I think I might have a reason, but first I have to figure out what we might be able to do about it," Pergola said.

The best part of being an EEO/Training Officer is, "when the depot is the first to get the mandatory training accomplished, or at least have the highest percentage of completion," Pergola said. She loves giving the training classes, "I try to make it interesting and I love hearing what people have to say about EEO or Sexual Harassment." She would like to become a full-time training instructor.

After the duty day is done, Mara enjoys going to her home in Ogden, Utah, and spending time with her family and two beautiful grandchildren.



Mara Pergola, Equal Opportunity Officer, Tooele Army Depot, Tooele, Utah. (U.S. Army Photo by Kathy Anderson)



PV2 Mara Tolman, U.S. Army - WAC, 1975-1983, Telecommunications Specialist

COVER PHOTO: Tooele Army Depot employees enjoyed Employee Appreciation Day, 13 Oct. Combined Federal Campaign booth raised money by drenching supervisors with squirt guns. Bill Smith, Ammunition Operations, enjoyed being drenched by one of his employees with a bucket of water. (U.S. Army Photo by Kathy Anderson)

Tooele Army Depot celebrates Employee Appreciation Day

By Kathy Anderson

Tooele Army Depot Public Affairs Officer

Operations at Tooele Army Depot shut down for the afternoon of Oct. 13, for the annual Employee Appreciation Day and Safety Program kick-off that was held at the depot.

Employees gathered around and enjoyed the opportunity to hear the latest depot news from Col. Chris Mohan, depot commander; eat a hamburger, attend informational booths and play games.

Mohan kicked the festivities off with welcoming remarks. He thanked everyone that helped put the events together and cooked hamburgers and hot dogs. He further explained the depot's future goals and objectives that will be the main focus in fiscal 2012, and how they will affect the depot's competitive rate position.

By building on our Public/Private Partnerships, enhancing the depot's demil capabilities, consolidating the Ammunition Peculiar Equipment (APE) program, becoming the leader in renewable energy power generation, instilling a culture of safety and obtaining the Deseret Chemical Depot (upon completion of their mission); the depot will improve its efficiency, expand its workload base, and continue to provide superb ammunition support to the Warfighter.

The Combined Federal Campaign (CFC) was a major topic. "This year marks the 50th anniversary of the CFC, and I challenge each of you to pick up a CFC brochure and search for a charitable cause that represents a cause near and dear to you," Mohan stated. The depot goal this year is 100 percent face-to-face contact, and \$40,000 dollars in donations. "Personally, I feel the depot can reach or exceed this goal."

Other events and games enjoyed by the workforce were the National Guard's mechanical bull, Marine Corps' football toss, horseshoe tournament, ring-toss and bean bag toss, silent cake auction, golf and signing the safety banner which signifies commitment for the depot safety program. Also available, the Navy provided information material, the depot Fire Department conducted au-

tomated external defibrillator, fire extinguisher training and flu shots were provided by the Tooele County Health Department.

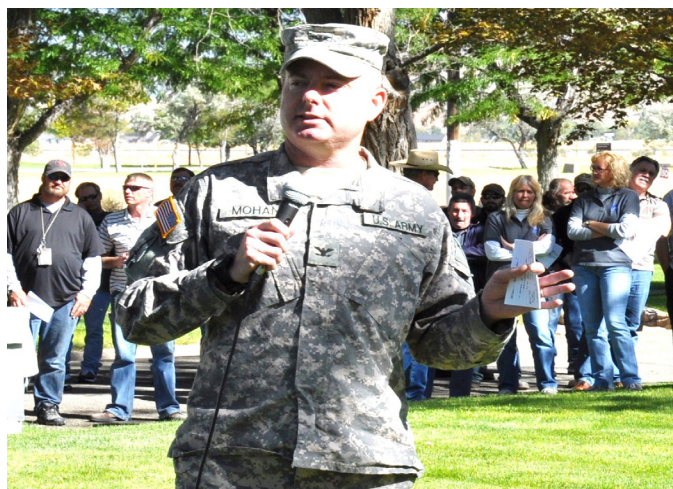
The CFC booth was a main attraction. For a two dollar donation to CFC, you were able to squirt one of the depot's managers, of your choice, with a squirt gun full of water. For a five dollar donation, you were able to have three squirt guns full of water to squirt anyone of your choice. Approximately 28 depot managers and employees walked away totally drenched. All for a great cause; approximately \$600 dollars was raised for various CFC charities.

Other booths included the Morale, Welfare and Recreation (MWR) equipment, Army Substance Abuse Program (ASAP) information and safety. Straddle Carrier demo was sponsored by the Ammunition Operations Directorate and various Ammunition Peculiar Equipment (APE) items were on display by the Ammunition Equipment and Manufacturing Directorate.

Food and beverages were provided by the MWR and the Civilian Welfare Fund.

This day was a time to reunite with friends, compete in a few of the competitions and have fun.

Editor's Note: More photos on page 10.



Col. Mohan, depot commander, kicked-off the festivities with welcoming remarks. (U.S. Army Photo by Kathy Anderson)

TEAD hosts JMC commander

By Rikeshia Davidson
JMC Public Affairs

“Shame on you if you’re not helping me–helping us; it’s an enterprise,” said Brig. Gen. Gustave F. Perna, commander, Joint Munitions Command.

Perna is exact in his dedication to the entire enterprises’ success.

He stressed getting into that “band of excellence” while on the ground in Tooele, Utah at Tooele Army Depot in late September. The JMC commander wants the enterprise to know that mission success is critical and being within in that band ensures you have taken care of mission first.

Perna takes his cue from higher headquarters Army Materiel Command in dubbing his 14 installation command an “enterprise”. To maintain a solid enterprise, Perna operates under the idea of a band of excellence. The enterprise and band of excellence must be synonymous for JMC success.

A belief in excellence and the enterprise, Perna said, “We can no longer run around and just say we support the Warfighter. The way we do business is changing and those who recognize it early will be successful.”

Keeping true to the idea of an efficient enterprise Perna has challenged all installations to attack his 10 priorities for fiscal 2012, complete with their plan forward, as he makes his rounds to the 14 JMC sites.

Perna’s intensive tour, dubbed the Whirlwind Tour, entails visiting all 14 JMC sites in essentially 17 days. This tour serves as a dry run for the next commander who will execute the same tour upon his or her arrival. The second purpose of the tour is to focus on safety as well as centralized planning and decentralized execution.

And Tooele Army Depot, true to their motto of being always at the ready, outlined an impressively optimistic plan for their decentralized execution for the next cycle.

During Perna’s visit Col. Chris Mohan, command-



Brig. Gen. Gustave F. Perna, commanding general, Joint Munitions Command; Col. Chris Mohan, commander, TEAD and Col. Mark Pomeroy, commander DCD; discuss the plan for TEAD to obtain the facilities and property at Deseret Chemical Depot when their chemical mission is complete. (U.S. Army Photo by Kathy Anderson)

er, Tooele Army Depot, had one major goal: to gain the commanding generals’ approval for TEAD’s fiscal 2012 priorities and goals – then move out and “execute violently.”

Mohan laid out the groundwork with Perna on his vision for the the Ammunition Equipment and Manufacturing Directorate, or AEMD, facility and Ammunition Peculiar Equipment Mission (the second designated JMC Center of Industrial and Technical Excellence and one of 10 across the Department of the Army).

(Tooele Army Depot has been the original equipment manufacturer for APE since 1955. It is the only Department of Defense depot that provides depot level maintenance and training support for APE.)

Perna also toured was Stryker Brigade Combat Team (SBCT) combat load staged at TEAD and was updated on funding and load requirements. Most impressive was the SBCT storage effort comprised of Stryker Brigade Combat pallets which sustain a stryker brigade for the first three days of conflict. The pallet configuration effort occurs at Tooele Army Depot.

According to Mohan, the effort to prepare, pack and store those needed pallets is “a living process and we can do it better.”

Continued on page 11

Depot test site supports emissions test

By Kathy Anderson

Tooele Army Depot Public Affairs Officer

Tooele Army Depot (TEAD) facilitated a multi-agency collaborative effort to characterize the emissions and potential risk to the Soldiers from open burning dunnage, during a study conducted in September.

Military Forward Operating Bases (FOBs) are estimated to produce over four pounds of battlefield waste per day, per Soldier. The Bases in Afghanistan currently employ burn pits or burn piles to dispose of the daily waste generated on site. Due to the proximity of base personnel to those burns, the Department of Defense is undertaking an effort to characterize the emissions from these burns as well as their potential health effects.

In May 2011, Congress and the Department of Defense launched an investigation into the issue; toxins released into the air from these “burn pits,” open-air fires used to dispose of trash at military basis in Iraq and Afghanistan.

Researchers have found other possible culprits, to include Mideast dust storms where tiny, porous particles carry metals, fungi or bacteria from other sources and blast pressure from explosive devices.

Early in 2011, Lt. Col. Dirk Yamamoto, U.S. Air Force, Institute of Technology, identified and selected TEAD’s test site to partner with the Air Force Research Lab and U.S. Environmental Protection Agency with this Municipal Waste Emissions Test. This test, done in a controlled environment, will help identify, develop and implement sustainable waste technologies.

“I have used the facilities at the depot’s test site before in conjunction with the Corps of Engineers. The test site is a perfect facility and the cooperation from the TEAD employees has been great to make this a success,” Yamamoto said. “The ultimate goal is to protect the Soldiers from additional dangers associated with protecting our nation’s freedom.”

In early September, TEAD received authorization from the Department of Environmental Quality and Utah Division of Air Quality. As part of the authorization to burn, the depot was required to verify each day that the clear-



U.S. Air Force, Institute of Technology, partners with Tooele Army Depot and other agencies to characterize the emissions from open burning dunnage. (Photo provided by U.S. Environmental Protection Agency)

ing index met the parameters agreed to in the burning permit. The clearing index is a value that factors in wind speed and temperature at various elevations to determine if conditions will allow open burning to occur without endangering the public.

Once TEAD received the appropriate clearing index to burn, the emissions test began, under the supervision of Lt. Col. Yamamoto, U.S. Air Force and the other agencies. Various methods to sample the emissions in real time simultaneously was used.

Approximately 70 tons of ordinary daily garbage was donated and delivered by the local Tooele County Landfill to support the burn. They delivered approximately six tons of garbage per day, for 12 days. The landfill sorted and verified that there was no hazardous material donated.

Several agencies that specialize in environmental quality were on site to support the test, to include: U.S. Air Force; Integrated Systems Solutions, Inc.; U.S. Environmental Protection Agency; Micro Air Vehicles Laboratory, Aerospace & Mechanical Engineering, University of Arizona; Oak Ridge Institute for Science Education; Environmental Health Engineering; Arete Associates; and Occidental Chemical Corporation.

With the test concluding on Oct. 8, the final technical report for this study will be tabulated the first of the year.

TEAD continues support to Navy Missile Program

By Kathy Anderson

Tooele Army Depot Public Affairs Officer

A specialized team from the U.S. Navy, Rolling Airframe Missile (RAM) Program returned to Tooele Army Depot (TEAD), the week of Sept. 26 to complete phase three, Production Readiness Review, for the certification of the RAM Program.

TEAD was validated through this extensive review for their processes, facilities, tools and employee commitment and training for missile certification for all three phases.

In addition, the First Article Test (FAT) for a complete tactical round will be completed by TEAD in the second quarter of fiscal 2012. Three complete certified rounds will then be sent to Raytheon for the FAT bench testing and one missile will be fired at a Navy test range to complete the prove-out process.

"The Ammunition Operations team has been working on various components of the RAM missile for the past eight years, which has led us to where we are today. Through continuous training and diligent work from the employees, we are finally at the point where we need to be in supporting the Navy with an organic base for missile recertification," said Paul West, Ammunition Operations, Lead Production Controller, Tooele Army Depot.

If missiles, currently stored at TEAD, pass certification testing, a designation memorandum from the Navy RAM PM Office will be submitted to TEAD for RAM certification. Fiscal 2012 plan is to disassemble approximately 270 missiles and complete certification for 18 additional missiles.

The partnership between TEAD and RAM began in 2003 when TEAD was selected to provide long term storage for RAM Guided Missile Rounds Pack (GMRPs) while they awaited scheduled maintenance to recertify

them for redeployment to the U.S. Navy. Following initial visits and discussions with TEAD personnel on capabilities that TEAD could provide, the RAM Technical Project Office under the direction of the RAM Program Office within the U.S. Navy's Program Executive Office for Integrated Weapon Systems (PEOIS), initiated several tasks with TEAD.

The Rolling Airframe Missile (RAM) is a small, lightweight, infrared homing surface-to-air missile in use by the American, German, South Korean, Greek, Turkish, Saudi and Egyptian navies. It is used primarily as a point-defense weapon against anti-ship cruise missiles. The missile is so-named because it rolls around its longitudinal axis to stabilize its flight path, much like a bullet fired from a rifled barrel. It is the only U.S. Navy Missile to operate in this manner.



Tommie J. Robinson and Jake Mitchell, Ammunition Operations, Tooele Army Depot, team up with a specialized team from the Navy in support of the Rolling Airframe Missile (RAM) certification. (U.S. Army photo by Kathy Anderson)

50 years of Combined Federal Campaign success

By Kathy Anderson

Tooele Army Depot Public Affairs Officer

This year marks the Combined Federal Campaign's (CFC) 50th anniversary.

The CFC is the world's largest workplace charitable contribution program. Over those 50 years, federal employees have given more than \$7 billion dollars to organizations dedicated to improving our communities. CFC is the only authorized solicitation of employees in the federal workplace on behalf of charitable organizations, and whether locally, nationally or internationally you can personally select from over 2,500 charities.

This is your chance every year to make a difference and give back to the charity of your choice.

Tooele Army Depot had a CFC kick-off for key workers on Oct. 5. The depot's CFC Chairman for this year's campaign is Kathy Anderson, co-chairman is Debbie Hurley. Together, Anderson and Hurley have begun the campaign with a goal of 100% face-to-face contact by each key worker and \$40,000 dollars in donations.

"I believe this campaign will be a tremendous suc-

cess, and I am confident that the generous employees at TEAD will come through and contribute what they can to support the CFC campaign," Anderson said.

As a fun fundraiser activity, the CFC key workers manned a CFC booth at the annual Employee Appreciation Day, held Oct. 13. Approximately 28 managers and supervisors volunteered to get drenched by co-workers, who donated dollars to a charity of their choice in order to squirt the supervisor of their choice, numerous times. This fundraiser was a success, raising over \$600 dollars to various local charities.

Federal employees can make donations to CFC by check, cash or payroll deduction. The Intermountain CFC (Utah areas) Online Pledge System is available for civilians and military personnel. By going to www.intermountaincfc.org, and logging in to the "Nexus" site, you will be able to follow instructions on how to fill out your pledge form.

Your gift of donation buys a better life for real people. Thank you!



(Left) Col. Mohan, TEAD commander, was the first volunteer to get drenched in the CFC fundraiser booth by an Ammunition Operations employee. (U.S. Army photo by Kathy Anderson)

TEAD increases facilities footprint

By Kathy Anderson

Tooele Army Depot Public Affairs Officer

Fundamental changes are underway at Tooele Army Depot by expanding their facilities footprint.

Under Garrison Operations oversight, Advanced Solutions Group, Inc. constructed the new 8,000 square foot facility that will support the additional workload programmed for the Ammunition Peculiar Equipment (APE) program. This facility will be a state-of-the-art metal fabrication shop.

Construction was approved under the Army's Capital Improvement Program (CIP), for a total of \$735 thousand.

The Pilot Model Shop used today was constructed in 1942, with very limited space for required machinery. The requirements needed today for APE programs are much larger, with the need for updated and additional machinery.

The newly constructed facility (Bldg 540) will enhance the capabilities within the AEMD complex by providing the capability to support large scale production manufacturing and providing additional floor space for new equipment.

Three new pieces of state-of-the-art manufacturing equipment; Laser Cutter and two Milling machines have been purchased and delivered, making it the first step in supporting TEAD's capabilities under the designation of Center of Industrial and Technical Excellence for Ammunition Peculiar Equipment (CITE).

Several pieces of equipment currently located in the Pilot Model Shop will be moved to the new facility. This will free up much needed space within the shop. With this in mind, the ultimate goal for the new facility (Building 540) is to establish a high speed, high production metal manufacturing facility to support the Department of Defense (DoD) strategic initiatives and new partnerships at a commercially competitive cost.

With planned future budget cuts being projected across DoD, it is turning to Public Private Partnerships (P3) to utilized excess facilities and capabilities



New fabrication facility at Tooele Army Depot will house new machinery to increase workload for Ammunition Peculiar Equipment (APE) and other projects. (U.S. Army photo by Gary Holewinski)

ties to ensure critical skills sets are maintained to support our war-fighter. Also, P3 will allow for expansion of facilities and capabilities along with jointly developing new capabilities and capacity.

TEAD's Business Development office along with support from AEMD, has been working over the past year with Elite Engineering Solutions (EES). EES has entered into a P3 partnership with TEAD in which EES will provide additional workload in various areas utilizing TEAD's facilities, capabilities and workforce. The current effort with EES has focused on AEMD and our capability to manufacture metal parts and components. To compete with the commercial sector, TEAD needed to establish a facility mirrored after commercial metal manufacturers. EES has provided their expertise, recommending optimal equipment, building requirements and layout for bldg 540.

EES has projected that by March 2012, they will be providing additional workload every month for Building 540.

"I am looking at all options for the new facility, from personnel structure to multi-shifts," said Don Fanning, AEMD Director. "We need to make certain TEAD will exceed DoD's and 3rd party customer's "quality", "quantity" and timely "deliveries" requirements."

Employee Appreciation Day snapshots...

(continued from p. 4)



Obtaining Deseret Chemical Depot...

By Kathy Anderson

Tooele Army Depot Public Affairs Officer

In an address to the Tooele Army Depot workforce on Oct. 13, Col. Chris Mohan, Tooele Army Depot commander, presented the approved plan for Tooele Army Depot (TEAD) to obtain Deseret Chemical Depot (DCD), under the most favorable conditions. Approval has been received from Brig. Gen. Gustave Perna, commanding general, Joint Munitions Command, Rock Island, Ill., in September, for property transfer to take place in July 2013, with a total occupancy in fiscal 2014 and 2015.

The TEAD installation will include both North and South areas with tenants and third party workload to cover operation costs and lower the depot rates.

Col. Mark Pomeroy, DCD commander, and Col. Chris Mohan, TEAD commander have both committed to affect the best closure of DCD possible, ensuring TEAD's use of available space as early as possible, and resulting in transferring the property in a quality manner.

"This decision provides TEAD a great opportunity to resolve critical storage issues and improve mission efficiencies. TEAD is currently at 91 percent occupied and the additional storage space will allow us to apply

proper and effective storage management practices that will translate into operational gains," said Keith Siniscalchi, Director of Ammunition Operations, TEAD.

Also to help mitigate the impact on employees at both TEAD and DCD, both commanders have agreed to participate in the Voluntary Separation Incentive Pay (VSIP) Exchange. Separation incentives and voluntary early retirement may be offered to employees in permanent continuing positions to create vacancies for the placement of Department of Defense employees from other activities who are subject to involuntary separation by Reduction-in-Force.

By command decision, employees with critical skills may be excluded from participating. Army Materiel Command (AMC) has also identified specific mission critical occupation positions that are exempt from receiving VSIP unless a waiver is granted. Those occupations include positions in the Fire Protection and Prevention series, the Engineering series, and the Information Technology (IT) Management series.

Employees interested are required to contact their Supervisor or the TEAD Civilian Personnel Advisor Center (CPAC) for further details and dates.

TEAD hosts JMC commander

(Continued from p. 5)

Mohan also expressed pleasure with the way Tooele measured against Perna's goals and plans for fiscal 2012 and the entire effort to present the path forward.

"We were dead on, good brief and tours. It was a home run for the depot. I'm very excited with the outcome of our fiscal 2012 goals," said Mohan.

In addition to briefings on the latest Tooele accomplishments and showcasing depot capabilities, Perna took time to recognize a few award winners. Tooele Army Depot was recognized in 2010 with the Sec-

retary of the Army, Exceptional Organization Safety Award for significant contributions to Army combat readiness and safety.

"To be recognized in DoD is spectacular especially to be recognized as safe during ammo handling. I greatly appreciate your efforts," said Perna as he thanked each member of the safety office.

On hand to accept the award was the Tooele safety office: Glenna Smith, Patti Principe, Dee Lowder, Larry Huffman, Dan Janssen, and David Eckerson.

Continuous Process Improvement

By Ron Snyder
Continuous Improvement Office



As a follow up to last issue's article on the importance of goals and scorecards, here are our Scorecard results for fiscal 2011. Scores were based on eight specific goals approved by the Strategic Planning Board and integrated into the Tooele Army Depot's Strategic Plan. This was our first year in developing goals & scorecards beyond just dollar savings, emphasizing increased employee involvement with our Green Belts and Lean Teams, expanding project identification through Lean Assessments, increase the rate of project completion

and utilizing Visual Management Boards. We are very pleased with the results; all the fiscal 2011 goals were met or exceeded. This could not have been accomplished without strong leadership commitment to empower the workforce to make meaningful process improvements in their organizations. Thanks to all those who worked on projects this year and we look forward to continuing our journey to develop a world class LSS Program at TEAD.

